

Community Relations Commission Office

Department Description

In 1990, the Community Relations Commission (CRC) was established to help bring civic leaders, business leaders, citizens and elected officials together on issues of ethnic, racial and cultural diversity. Mayor Michael B. Coleman and CRC Executive Director James L. Stowe are committed to opening doors and neighborhoods of Columbus to all of our residents. Through the work of the CRC, our vision of "Building a Community For All" can become a reality.

Department Mission

The mission of the CRC is to provide leadership to the people of Columbus through: educating citizens about diversity, identifying and resolving community tensions and eliminating racism/discrimination.

Goals, Objectives and Performance Measures

Goal: To increase awareness of diversity issues by city employees and citizens

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Increase the percent of participants in CRC diversity training whose diversity awareness increases	Percentage of participants	92%	96%
Increase number of people attending diversity trainings	Number of attendees	1645	2245

Goal: To resolve discrimination cases before reaching the administrative hearing phase

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Number of discrimination cases filed with CRC	Number of cases	74	95
Number of discrimination cases that reach administrative hearing phase	Number of cases	6	10

Goal: To resolve neighbor disputes

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Percent of neighbor disputes facilitated by CRC that are resolved successfully	Percent of disputes	84%	90%
Percent of neighbor dispute calls referred to CRC by the MAC that are resolved successfully	Percent of calls	70%	75%

Goal: To facilitate acclimation of new immigrants to city services and the Columbus community

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Decrease turnaround time for providing assistance	Number of days	5-7 days	3-5 days
Increase the number of visits/calls from new immigrants	Number of visits/calls	489 visits 186 calls	600 visits 275 calls

Goal: To assist in fostering compliance with city, state and federal employment discrimination laws

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Increase the percent of employers who have accepted training from CRC or other entities	Percent of employers	1%	20%
Increase the number of training participants	Number of participants	64	400

Goal: To increase participation of youth in city government

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Increase by 5% per quarter the number of youth participating in Youth Commission-sponsored programs	Number of youth participating	100	350

Goal: To educate the community on the impact of civil rights on diverse cultures

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
80% of MLK program participants surveyed will report an increased knowledge of the impact of civil rights on diverse cultures	Percent of participants reporting increased knowledge	N/A	N/A* *New measure for 2003

Goal: To educate the Columbus community about the growing and diverse cultures in the City of Columbus

Performance Objectives	Performance Measures	2001 Actual	2002 Expected
Increase by 20% the number of different cultures participating in the Culture Festival	The number of cultures participating	35	42
Increase by 20% the number of participants attending the festival	The number of festival attendees	1,500+	1,800

Strategic Priorities for 2003

From the Columbus Covenant:

Neighborhoods

The Community Relations Commission Office plans to continue to educate community residents about diversity and promote interaction and dialogue through community activities/festivals. In addition, the commission will identify and resolve community tensions as well as reduce conflict and foster relationships between neighborhoods.

Economic Development and Technology

The commission will provide education and training to area businesses on diversity and civil rights compliance, and promote non-discrimination practices and cultural sensitivity as a job skill.

Safety

The commission plans to provide diversity and cultural sensitivity training to recruits, officers and firefighters, facilitate relationships between police and communities, and investigate process charges of discrimination against the Columbus Police Division.

Education

The commission will expand training to school administrators and staff and increase awareness of existing programs.

Downtown Development

The commission plans to expand City Hall art displays and promote participation in the citywide Martin Luther King (MLK) celebration and community activities as a source of diversity education/awareness.

Additional Departmental Priorities:

The Community Relations Commission will work with new immigrant communities through expanded public, private and non-profit relationships to ease the strain on limited community resources.

The commission will promote diversity education as a method to decrease acts of violence and intolerance within our community.

2003 Budget Issues

- Seven full-time positions are funded in the Community Relations Commission budget, the same number as in 2002.
- Operational reductions were taken to meet the 2003 target budget. These include supplies, services, and program support for various events. The commission has committed to seek outside funding for some of the events that it has previously underwritten.

COMMUNITY RELATIONS COMMISSION FINANCIAL SUMMARY					
DIVISION SUMMARY	2000 Actual	2001 Actual	2002 Appropriated	2002 Estimated	2003 Proposed
Community Relations	\$ 526,878	\$ 637,044	\$ 672,540	\$ 645,167	\$ 616,285
TOTAL	\$ 526,878	\$ 637,044	\$ 672,540	\$ 645,167	\$ 616,285

COMMUNITY RELATIONS COMMISSION SUMMARY BY CHARACTER					
COMMUNITY RELATIONS EXPENDITURES SUMMARY	2000 Actual	2001 Actual	2002 Appropriated	2002 Estimated	2003 Proposed
Personnel	\$ 396,508	\$ 533,767	\$ 563,231	\$ 537,005	\$ 566,102
Materials & Supplies	8,316	7,428	18,325	18,133	9,275
Services	114,465	95,669	90,984	90,029	40,908
Other Disbursements	-	-	-	-	-
Capital	7,589	180	-	-	-
TOTAL	\$ 526,878	\$ 637,044	\$ 672,540	\$ 645,167	\$ 616,285

COMMUNITY RELATIONS COMMISSION SUMMARY BY FUND					
FUND SUMMARY	2000 Actual	2001 Actual	2002 Appropriated	2002 Estimated	2003 Proposed
General	\$ 526,878	\$ 637,044	\$ 672,540	\$ 645,167	\$ 616,285
TOTAL	\$ 526,878	\$ 637,044	\$ 672,540	\$ 645,167	\$ 616,285

COMMUNITY RELATIONS COMMISSION PERSONNEL SUMMARY					
DIVISION	FT/PT	2000 Actual	2001 Actual	2002 Authorized	2003 Authorized
Community Relations	FT	6	8	7	7
TOTAL		6	8	7	7
*FT=Full-Time PT=Part-Time					

PROGRAM SUMMARY - COMMUNITY RELATIONS COMMISSION							
Program/Activity	Description	2002 Budgeted			2003 Budgeted		
		FT	PT	Proposed	FT	PT	Proposed
Office of Community Relations	Promotes the development of mutual understandings and peaceful relationships among all cultural, racial, religious and ethnic groups within the city and enforces the City of Columbus Civil Rights codes.	7	-	\$ 593,940	7	-	\$ 576,627
Martin Luther King March and Program	The Martin King March and Program brings diverse communities from across the city to reflect on the life and ideals of peace, unity, equality and justice exemplified in the life of Dr. King. A march from city hall to the Veterans Memorial culminates in a program of song, dance and other artistic expression.	-	-	58,500	-	-	32,008
Youth Summit/Climate for Peace	Youth from elementary through high school explore issues of diversity and cultural awareness.	-	-	5,000	-	-	2,900
Peace and Unity Day	Citywide celebration and recognition of diverse cultures, ethnic origins and diverse populations to commit to unify peace.	-	-	9,500	-	-	2,400
Racial Healing Institute	Celebration of many civil rights, educational institutions, human and social services as well as religious groups to convene to develop strategies and methods to further racial healing.	-	-	2,600	-	-	1,400
Clergy Retreat	Convene religious leaders to develop strategies to combat racism and increase involvement from the religious community.	-	-	-	-	-	-
Day of Dialogue	Citywide discussions, presentations and instruction on diversity, race relations and cultural awareness.	-	-	3,000	-	-	950
TOTAL		7	-	\$ 672,540	7	-	\$ 616,285

